



Changing Civilian Roles

Civilian Growth in Air Force Leadership Roles:

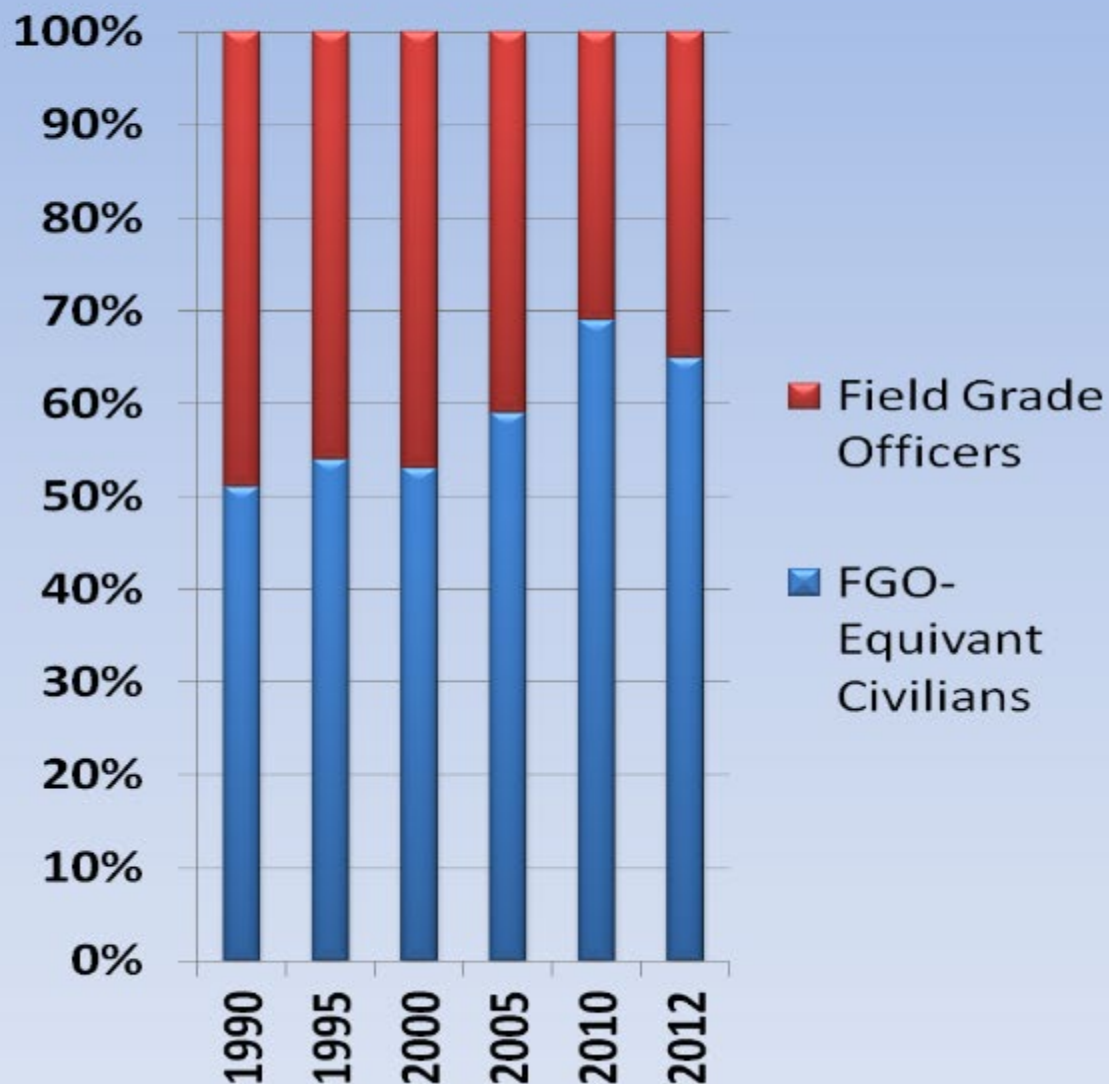
Civilians grew from approx 50% to
nearly 70% of the total Field
Grade Officer-equivalent force
between 1990 and 2010

Bottom Line:

Air Force must utilize its
resources better; civilians are vital
to the Air Force mission

Aim to drive a change in culture:

Civilians must be proactive in their
professional development





Course Objective

Provide a general overview of the AF Civilian Force Development process and provide means to find additional information.

Familiarization With:

Foundations

Force Development Levels

Civilian Career Development
Processes

Roles and Responsibilities



FOUNDATIONS



What is Force Development?

Force Development = EDUCATION + TRAINING + EXPERIENCE

Goal of Force Development: instill institutional and occupational competencies in all Airmen to satisfy current and future AF mission requirements.

**Force Development is a Function of
EDUCATION + TRAINING + EXPERIENCE to
develop Airmen as Leaders**



Competencies

- ❖ Essential to the development of the Total Force and the accomplishment of the Air Force mission
- ❖ Are a cluster of knowledge, skills, abilities (KSA), and attributes an individual possesses to successfully perform

There are two categories of Air Force competencies:

Functional/Occupational

Institutional



Role of the Supervisor

Supervisors should:

- 1. Help you understand the benefits of Development**
- 2. Participate in your Development process**
- 3. Offer guidance and mentoring to help you achieve mission goals**
- 4. Acknowledge your achievements, strengths, and areas for improvement**
- 5. Document short and long term goals and develop a plan based on your specific needs**
- 6. Encourage team members to take opportunities for development**



Talk to your supervisor today about the Force Development process.



Your Role

Have an idea of career goals

Participate in creating short and long-term development plans

Realize the impact of decisions on reaching your goals

Utilize the available career development tools



Take CHARGE of your own development!



Mentoring

- ❖ “A trusted counselor or guide”
- ❖ Normally a relationship in which a person with greater experience and wisdom guides another person
- ❖ CPT has a mentor network where the member can share a development plan with a mentor or multiple mentors
- ❖ Mentors will have the ability to view career progress, then provide feedback and advice



Four Steps To Planning Development

- 1. Identify capabilities & job requirements***
- 2. Discuss functional and institutional competencies with your supervisor, and/or mentor(s)***
- 3. Create a plan using the Civilian Leadership Development Continuum, and Force Development***
- 4. Use CPT to track progress on goals, capture programs completed, and review personnel data***

IT STARTS WITH YOU!